

<u>NASA Leadership Roles</u>			<u>Critical Position Inventory</u>			<u>Participant Inventory</u>			
Implementation Phase	Role Level	Role Definition	Position Level	Identified by:	Approval by:	Plan Participant Level	Identified by:	Recommended by:	Approval by:
Phase 1 (May – Sep 08)	Senior Leader	Responsible for envisioning, designing, and spearheading the implementation of all major priorities.	SES	Center Director	Center Director	SES and GS15	Center Director	Center Director	Center Director
Phase 2 (Oct 08 – Apr 09)	Manager	Individuals in the manager role typically have accountability for managing other managers.	SES and GS15	Direct Report	Center Director	SES, GS15, and GS14	Direct Report	PMAC	Center Director
Phase 3 (May – Sep 09)	First Line Supervisor	The first line supervisor has supervisory and performance appraisal authority for non-supervisory employees.	GS15 and GS14	Direct Report	Center Director	GS15, 14, and 13	Direct Report	PMAC	Center Director
Phase 4 (Oct 09 – Sep 2010)	Influence Leader	This role is normally not “formally titled” with supervisory or management responsibilities. Many of these individuals lead significant programs or projects contributing to the Agency’s objectives.	GS15, 14, 13, and 12	Direct Report	Center Director	GS14, 13, and 12	Direct Report	PMAC	Center Director
	Individual Contributor	Serving in this role with aspirations of formal leadership; may lead critical aspects of the technical work of the Agency.	GS14, 13, 12 and below	Direct Report	Center Director	GS14, 13, 12 and below	Direct Report	PMAC	Center Director